

PHI KAPPA THETA

Accreditation Report

2014-2015

Intellectual Development

- Phi Kappa Theta was ranked 17th out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 2.72667, a decrease of .16005 from the spring 2014 semester. The 2.72667 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta was ranked 15th out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 2.93732, an increase of .21065 from the fall 2014 semester. The 2.93732 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta's spring 2015 new member class GPA was 2.832 ranking ninth out of 17 Interfraternity Council Chapters.
- Phi Kappa Theta had 11.6% of the chapter on the Dean's List in the fall 2014 semester and 8.9% on the Dean's List in the spring 2015 semester.
- The chapter continues to utilize the Team Phi Kap program and included academic events as a new category this year.
- Phi Kappa Theta redesigned the chapter's academic plan to focus on individualization and connect members to the Center for Academic Success. Members were expected to fill out a study assessment sheet to better facilitate an engaging conversation with the Center before moving forward.
- The chapter created academic teams based on school and major and the team earning the highest combined GPA was taken out to dinner.
- Phi Kappa Theta installed a New Member Academic Chair to work closely with the Chapter Academic Chair and address poor academic performance across the new member class. The chapter also expanded their academic big/little program to be more effective.
- Phi Kappa Theta continued their Diversity Week from previous years and events focused on a variety of topics. The chapter also reflected on each event after the week concluded at a chapter meeting.
- The Committee commends the chapter on the creation of Professional Development Chairs and hopes the chapter will continue to grow these leadership positions.
- The chapter continued the Phi Kap Spanish Club to coincide with a Spring Break trip to the Dominican Republic.
- The Committee notes that there is very little attention paid to non-academic elements of Intellectual Development and significant work is needed in this area. Some new initiatives are in initial stages of development to resolve this issue, and the Committee needs to see that these efforts are implemented effectively and sustained.

Chapter Development Question for 2015-16:

- **How can the chapter assess their academic plan on a semester basis to ensure consistency in delivery of the plan to all members?**

In the area of **Intellectual Development**, the Committee rated Phi Kappa Theta to be a **Poor Chapter**.

Leadership Development

- The chapter continues to engage all members via Team Phi Kap and non-executive board leaders serve as team captains. The Committee appreciates the recent additions of meaningful and relevant categories to the program. For example, after a bias-related incident in the fall semester, the chapter added a sensitivity and inclusion category.
- Phi Kappa Theta increased the length of officer transitions to incorporate an extended shadowing period. As a result, the new executive board better understands the inner workings the organization and decision-making processes.
- Phi Kappa Theta is following through on sanctions from the Office of Student Conduct and Community Expectations outlined within the chapter's 12-18 month plan as a result of a bias-related incident in the fall semester. The chapter incorporated reflection at the end of every chapter meeting; held discussions with the new member class to study previous missteps; and participated in a restorative dialogue session with friends of The Pride Center.
- The Chapter has a five-phase transition process. High-priority positions, including President and Treasurer, transition in December to allow for shadowing across a semester. Subsequent phases include election of the remaining executive board positions, an officer transition retreat, continued involvement of the outgoing executive board, and young alumni past presidents meeting. The Committee believes that this is a comprehensive transition process that could prove to be a best practice if the Chapter is executing it correctly and efficiently.
- Phi Kappa Theta had a member serve on the Interfraternity Council Executive Board as Treasurer.

Chapter Development Question for 2015-16:

- **How are Phi Kappa Theta members using leadership skills they have gained through their experiences in the chapter to engage with and better the Lehigh community?**

In the area of **Leadership Development**, the Committee rated Phi Kappa Theta to be a **Bronze Chapter**.

Community Development

- Phi Kappa Theta continues to progress through the Four Year Plan of Service and recently finished the first cycle. As a result, senior members were able to reflect on their community service experiences over the years and, perhaps, engage in service following graduation. The Committee commends the chapter on this plan and its connections to the CSO's Five Critical Elements of Community Service. Furthermore, the Committee recommends that the chapter continually provide reflection opportunities around all service experiences.
- The chapter partnered with Alpha Phi Alpha and Pi Beta Phi to host the annual Movember event and proceeds benefitted testicular cancer research. The Committee commends the chapter for creating partnerships and growing this signature event.

- Phi Kappa Theta targeted alumni and parents to gain support and funds for an annual Dominican Republic service trip. The chapter raised \$1300 and the Committee is pleased with the chapter's resourcefulness to fundraise for this experience.
- The Committee is concerned about the oversight and transparency surrounding the Dominican Republic service trip. During the spring 2015 installment, the University received complaints that an individual was disruptive and disrespectful to other hotel guests where chapter members were staying. While no charges were brought against the fraternity, the Committee recommends the chapter work with OFSA to review the trip's intended outcomes and how best to ensure a meaningful global service experience in the future.
- Phi Kappa Theta partnered with many campus groups, including Alpha Gamma Delta and the Community Service Office. The chapter also participated in a number of philanthropic events hosted by other organizations.
- Phi Kappa Theta was placed on Deferred Dissolution in the fall semester through December 2015, as well as Disciplinary Probation through December 2016. The chapter is also alcohol free through December 2015. This stems from multiple incidents at chapter events in the fall where a homophobic chat was sung by chapter members, in conjunction with forced alcohol consumption. As part of the sanction, the chapter put together an action plan to address all areas of the chapter that would allow for such distasteful acts to manifest themselves. The Committee cannot agree with the sanctions enough, and is eager to hear from the chapter regarding continued progress made in creating a culture that never allows such acts to be a norm of the chapter.
- The Committee strongly believes Phi Kappa Theta still has a lot of work to do with regards to its conduct record with the University. The Committee recommends the chapter continue to develop their standards board and think more proactively about the impact of a members' actions. While the Committee believes the chapter is doing a lot of positive work for the community, the Committee is still concerned about the internal operations of holding their members accountable and the longevity of the chapter as a whole.

Chapter Development Question for 2015-16:

- **How does the entire chapter become a role-model for fostering positive campus community and an understanding of inclusion on Lehigh's campus?**

In the area of **Community Development**, the Committee rated Phi Kappa Theta to be an **Unacceptable Chapter**.

Organizational Development

- Phi Kappa Theta launched an audit in light of recent conduct incidents to review its practices and traditions, particularly those surrounding recruitment and new member education. The Committee commends the chapter for reevaluating and challenging poor practices disguised as "traditions" and believes there exists an opportunity for the chapter to serve as a role model for other organizations wishing to do the same.
- The Committee recommends the chapter work with the Office of Fraternity and Sorority Affairs and the Office of Student Conduct and Community Expectations to further review effective sanctioning when holding members accountable to chapter expectations while thinking through the impact of members' actions. Such efforts will

lead to the development of an effective standards board that truly promotes peer accountability and self-governance.

- The Chapter has revamped its demerits system to include a membership review once a member has received ten demerits. As an added intervention technique, the Committee recommends that the chapter explore opportunities to clearly articulate minimum expectations required by members.
- Phi Kappa Theta invited LUPD's Lieutenant Richard McGarr to meet with members and discuss risk management, including how to deal with disgruntled or intoxicated guests during social events.
- The Committee believes the chapter does not work closely with the Inter/National headquarters and recommends that the chapter establish strong partnerships and seek out additional resources and support mechanisms to bolster chapter operations.

Chapter Development Question for 2015-16:

- **How can the chapter incorporate elements of Bystander Intervention practice to ensure proper use of the demerits system?**

In the area of **Organizational Development**, the Committee rated Phi Kappa Theta to be a **Bronze Chapter**.

Facilities Management

- Phi Kappa Theta's had no common damages for 2014-15.
- The chapter realized that house cleans were not divided evenly amongst all members and restructured the system as a result. The chapter also created a rotating schedule so that every member shares in the variety cleaning tasks across different areas.
- The chapter failed to meet the 90% Occupancy threshold in the spring 2015 semester. While this is the first Occupancy failure, the Committee recommends the organization resolve this issue with urgency.
- Phi Kappa Theta continued midnight cleans in an effort to promote a healthy living environment and avoid excessive cleaning charges.
- The chapter now adjudicates Life Safety Violations and Vandalism/Damages via the standards board. As a result, the chapter has witnessed a rise in members taking responsible for their actions and the Committee commends the chapter for these efforts.
- Phi Kappa Theta was involved in an egging incident with Kappa Sigma. Both organizations are working to restore neighborly relationships and intend to host an omelet breakfast in the coming year.
- Phi Kappa Theta's membership collectively invests in green initiatives, including composting and recycling.

Chapter Development Question for 2015-16:

- **How can Phi Kappa Theta continue to hold their members accountability for overall facilities management?**

In the area of **Facilities Management**, the Committee rated Phi Kappa Theta to be a **Silver Chapter**.

Overall Rating

Overall, Phi Kappa Theta has been rated a Poor chapter by the 2014-2015 Accreditation Committee.

Phi Kappa Theta spent the majority of the year under the shadow of a set of inappropriate incidents that the chapter was responsible for setting in motion. The Committee believes that many in the chapter have learned from this and are putting positive and lasting practices in place. The Committee is also concerned that the chapter still has poor grades, additional incidents of improper behavior, and a lack of total chapter understanding of the need to move forward to demonstrate to the Lehigh community the relevancy of Phi Kappa Theta continuing to exist. The Committee acknowledges the hard work put in by the leadership of the chapter and cannot express enough the need for this work to be put in by the entire chapter.

The Accreditation Committee assigns Phi Kappa Theta an overall rating of Poor. As a result of being a poor chapter, Phi Kappa Theta must meet in its entirety with their assigned Assistant Director of Fraternity and Sorority Affairs and Alumni Advisor monthly to work towards improvement. A chapter that receives a rating of poor for two consecutive years loses recognition.

Chapter Development Questions

- How can the chapter assess their academic plan on a semester basis to ensure consistency in delivery of the plan to all members?
- How are Phi Kappa Theta members using leadership skills they have gained through their experiences in the chapter to engage with and better the Lehigh community?
- How does the entire chapter become a role-model for fostering positive campus community and an understanding of inclusion on Lehigh's campus?
- How can the chapter incorporate elements of Bystander Intervention practice to ensure proper use of the demerits system?
- How can Phi Kappa Theta continue to hold their members accountability for overall facilities management?